

**EXHIBIT T TO THE JUNE 26, 2008  
DECLARATION OF GREGORY I. RASIN, ESQ.**

★ 03000000ZC — Human Resources Representative

Status **Filled** Recruiter **R. zz(Term) Felder** Department **N/A**  
 Status Details **Unposted** Hiring Manager **A. Christie** Primary Location **New York**  
 Hired **1 out of 1**

**Logistics**

**Identification**

Requisition Number **03000000ZC** Justification **Replacement** Number of Openings **1**

**Title**

**Human Resources Representative**

**Title (by Manager)**

**Human Resources Representative**

**Structure**

**Owners**

**User Group**

**MHE**

**Recruiter (ID and Name)**

**710795012—Ronnie B. zz(Term) Felder**

**Hiring Manager (ID and Name)**

**710733228—Audra Christie**

**Recruiter Assistant (ID and Name)**

**Not Specified**

**Hiring Manager Assistant (ID and Name)**

**Not Specified**

**Collaborators**

Name	Email Address	Title
No frequent collaborators have been defined.		

**Job**

Job Family **Human Resources**

Job Type **Not Applicable**

**Department**

**Not Specified**

**Organization**

Segment	<b>McGraw-Hill Education</b>
Market Focus Group	<b>School Education Group</b>
Division	<b>School Solutions Group</b>
Business Unit/Department	<b>Macmillan/McGraw-Hill</b>

**Primary Location**

Country	<b>United States</b>
State	<b>New York</b>
City	<b>New York</b>

**Template Used (Code and Job Title)**

**Scaturro—Human Resources Representative**

**Profile**

Employee Status **Schedule**

Regular	Full-time
Job Type	Job Level
Experienced	Individual Contributor
Shift	
Day Job	
Education Level	
Bachelor's Degree (±16 years)	
Education Program	
Human Resources	
Travel	
Yes, 10 % of the Time	
Target Start Date (yyyy/mm/dd)	
Not Specified	

## The McGraw-Hill Companies Fields

Position Number * <a href="#">Click here to Access the Lawson Active Position Report</a>	Cost Center *
126312	239-7455
Corporate Brand*	EmpStatus *
McGraw-Hill Education	10 Active Regular
Job Group Number *	Affirmative Action Facility *
206 Middle Professional (Publishing)	041 NY, New York - Two Penn Plaza
Work Country *	Location Address *
US United States	NYNYC0023 New York, NY - 2 Penn Plaza
FTE *	
Not Specified	

## Administration

### Candidate Selection Workflow

OLD McGraw-Hill Standard

### Budgeting

#### Bonuses

Currency
US Dollar (USD)
Employee Referral Bonus
1,250.00

### Compensation

#### Currency

US Dollar (USD)

#### General Terms

Minimum Salary	Maximum Salary	Pay Basis	Vacation
44,000.00	67,800.00	Yearly	Not Specified
Midpoint Salary			
Not Specified			

#### Bonus

Annual	Sign-on
Not Specified	Not Specified
Other	
Not Specified	

#### Other Compensation

Not Specified

#### Other

#### Overtime Status

Exempt

### Additional Information

Not Specified

### Attachments

Name	Size
No files attached.	

### The McGraw-Hill Companies Fields

#### Applicant pool on another requisition? Requisition number with applicant pool

Not Specified Not Specified

#### Posting Grade Level\* Hiring Grade Level \*

16 016

#### Salary Class \*

S - Salaried

Replacement for (If applicable)

Not Specified

Should this requisition be included in the KOP Report? (Grades 23+) \*

No

Please indicate any costs associated with this hire in the appropriate fields below

Print Advertisements\*

Not Specified

On-Line Advertisements/Job Boards \*

Not Specified

Contingency Agency\*

Not Specified

Retained Search \*

Not Specified

Travel Reimbursement \*

Not Specified

Relocation \*

Not Specified

Employee Referral Award \*

Not Specified

Indirect Costs\*

Not Specified

Other \*

Not Specified

**Description (External)**

The following information will be posted externally only.

**Description**

The McGraw-Hill Companies is a leading global information provider with offices in 33 countries around the world has an opportunity for a HR Representative. Responsibilities include serving as an internal consultant regarding all human resources business issues. Contribute to the overall effective operation of the human resources function by performing research and analysis on various special projects. Strong judgment and problem-solving skills. Strong employee relations skills required. Recruitment of exempt-nonexempt personnel in all functional areas. Must be flexible and able to work in a fast paced environment.

**Qualifications**

College Degree  
Employee relations experience  
Knowledge of FMLA-Employment Laws  
Benefits  
Compensation  
Training  
Interpersonal & communication skills  
Negotiation skills  
PHR :  
1-3 years previous HR experience

**The McGraw-Hill Companies Fields****EEO**

We are an equal opportunity employer.

### Description (Internal)

The following information will be posted internally only.

Contact Name

Contact Email

Not Specified

Not Specified

### Description

The McGraw-Hill Companies is a leading global information provider with offices in 33 countries around the world has an opportunity for a HR Representative. Responsibilities include serving as an internal consultant regarding all human resources business issues. Contribute to the overall effective operation of the human resources function by performing research and analysis on various special projects. Strong judgment and problem-solving skills. Strong employee relations skills required. Recruitment of exempt-nonexempt personnel in all functional areas. Must be flexible and able to work in a fast paced environment.

### Qualifications

College Degree  
Employee relations experience  
Knowledge of FMLA-Employment Laws  
Benefits  
Compensation  
Training  
Interpersonal & communication skills  
Negotiation skills  
PHR  
1-3 years previous HR experience

## Prescreening

## Skills

Skills	Required	Asset	Proficiency	Experience	Weight
1. Training and development		✓	None	None	0%
2. Respond to employee questions and complaints	✓		Expert	None	0%
3. Job analysis and evaluation		✓	None	None	0%
4. Employee relations	✓		Expert	None	0%
5. Recommend personnel actions	✓		Advanced	None	0%
6. Employee communications	✓		Advanced	None	0%
7. Develop, implement, and evaluate human resources policies and programs		✓	None	None	0%

## Questions

Questions	Required	Asset	Weight
1. ~EXPERIENCE: How many years experience do you possess in Human Resources? <i>Type: Single Answer; Status: Obsolete</i>			
No experience			0%
Less than 1 year			0%
1 to 3 years		✓	0%
4 to 6 years		✓	0%
7 to 10 years		✓	0%
10+ years		✓	0%
2. ~Which of the following best describes your knowledge of Employment Laws? <i>Type: Single Answer; Status: Obsolete</i>			
None			0%
Novice			0%
Intermediate			0%
Proficient		✓	0%
Expert		✓	0%
Guru		✓	0%
3. ~Please Indicate the highest level of education that you have completed. <i>Type: Single Answer; Status: Obsolete</i>			
High-school/GED		✓	0%
Associate's Degree/College Diploma		✓	0%
Bachelor's Degree		✓	0%
Master's Degree		✓	0%
PhD		✓	0%
None of the above			0%
4. ~Please Indicate which of the communication skills you have demonstrated. Select all that apply. <i>Type: Multiple Answers; Status: Obsolete</i>			
Response letters		✓	0%
Company memos		✓	0%
E-mails		✓	0%
General correspondence		✓	0%
None of the above			0%
5. ~Please Indicate with which of the following written communication skills you have demonstrated a level of proficiency. <i>Type: Multiple Answers; Status: Obsolete</i>			



Drafting departmental memos	<input checked="" type="checkbox"/>	0%
Drafting company memos	<input checked="" type="checkbox"/>	0%
Drafting company policy	<input checked="" type="checkbox"/>	0%
Drafting corporate communications	<input checked="" type="checkbox"/>	0%
None of the above		0%
<b>6. Please indicate in which of the following Enterprise Resource Planning (ERP) integrated platforms you possess experience. Select all that apply.</b> <i>Type: Multiple Answers; Status: Active</i>		
Lawson	<input checked="" type="checkbox"/>	0%
Peoplesoft	<input checked="" type="checkbox"/>	0%
Oracle		0%
Other		0%
None of the above		0%
<b>7. ~Please select the following statement that best describes the predefined deadlines in your current work environment. Select all that apply.</b> <i>Type: Single Answer; Status: Obsolete</i>		
I have daily deadlines.	<input checked="" type="checkbox"/>	0%
I have weekly deadlines.	<input checked="" type="checkbox"/>	0%
I have monthly deadlines.	<input checked="" type="checkbox"/>	0%
None of the above		0%

**Total for Skills and Questions: 0%**

### Screening

No screening services have been activated for this requisition.

## Alerts

Acc Candidate Alert is activated and will be triggered when a candidate matches all the required criteria and achieves a result of at least 0%

### Alert Recipients

Name	Title
zz(Term) Felder, Ronnie B.	Human Resources Representative

Request More Information is activated and will be triggered when a candidate matches all the required criteria and achieves a result of at least 0%

**Reports**

This requisition will be included in the Daily Recruiting Report.

**Report Recipients**

Name	Title
zz(Term) Felder, Ronnie B.	Human Resources Representative

## History

## Next expected actions:

Date & Time	Action	By	Comments
2003/12/10, 5:42 PM	Filled	Cindy Welss	
2003/12/10, 5:42 PM	Unposted	System	
2003/12/10, 5:42 PM	Hired 1	Cindy Welss	Name: Laitman, Lauren (39886) Start Date: December 22, 2003
2003/12/08, 12:16 AM	End of posting reminder sent to RONNIE FELDER	System	Posting expires on December 10, 2003
2003/11/26, 4:04 PM	Posted	Kristin S. zz(Term) Kroll	
2003/11/26, 4:03 PM	Unposted	Kristin S. zz(Term) Kroll	
2003/11/15, 12:18 AM	Posting Expired	System	
2003/11/15, 12:18 AM	Posting Expired	System	
2003/11/12, 12:20 AM	End of posting reminder sent to RONNIE FELDER	System	Posting expires on November 14, 2003
2003/10/31, 10:48 AM	Posted	Ronnie B. zz(Term) Felder	
2003/10/30, 2:19 PM	Approved	Audra Christle	I approve.
2003/10/29, 4:47 PM	Approval Request Submitted: AUDRA BACOTE	Ronnie B. zz(Term) Felder	Audra, Please review
2003/10/29, 4:31 PM	Created	Ronnie B. zz(Term) Felder	
<b>Approval Path</b>			
Audra Christle	Approved	2003/10/30, 2:19 PM	